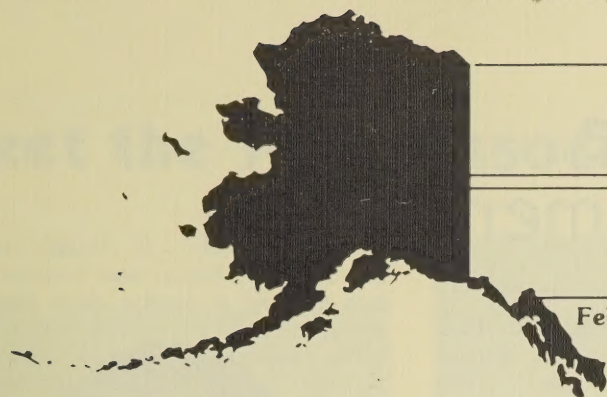


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# ALASKA PEOPLE

February 1987

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## On The Cover:

Hubbard Glacier. This month's ALASKA PEOPLE features BLM's sister agency USGS. The USGS monitors natural phenomena throughout the state such as the movement of Hubbard Glacier and the volcanic activity of Mt. Augustine.

photo courtesy of USGS

# Meet the Management Team

Every month ALASKA PEOPLE features one member of the Alaska BLM Management Team. This month's interview is with John Rumps, manager of the Anchorage District Office.

By Danielle Allen

It was those wonderful tales in *Outdoor Life* magazines and Jack London stories John Rumps read as a child which hooked him on nature and conservation. As he progressed through the BLM ranks, those interests have influenced his professional views and will affect the decisions he makes as the new Anchorage District manager.

Appointed to the position in November, he says of the district, "Of course lands will be a major part of the action, also surface protection and easement management. But as we put interim management issues behind us, we will focus more clearly on long range objectives. This involves taking more initiative in the wildlife, fisheries and outdoor recreation areas."

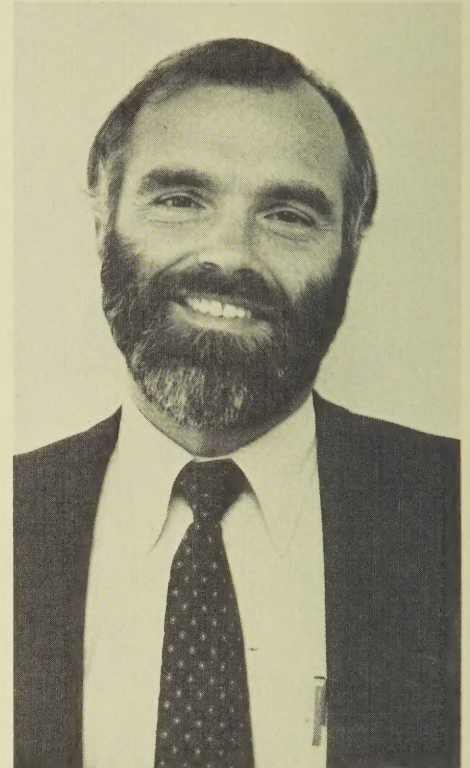
Born in Elmhurst, Ill., Rumps grew up in an assortment of orphanages and children's homes in the Chicago area. As a result of his upbringing, he especially values his relationship with his wife, Christine, and their three children.

He came to BLM's Battle Mountain (Nevada) District in 1965 as a summer range aide while attending the University of Idaho. Fighting fires and conducting range surveys and project layouts kept Rumps in pocket change until he graduated in 1967 with a bachelor's degree in forestry and a major in range.

His first permanent BLM job was as a range conservationist in Bakersfield, Calif. In 1969 he became a realty specialist, one of the first in BLM to attend the Phoenix Lands and Minerals School.

By 1974 he was in Washington, D.C., as a trainee in the Interior's manager development program. "I got a real eye opener to how things were done in D.C.," he says. Then for five years he helped evaluate bureau-wide programs in the program evaluation office. His last three years in D.C. were spent as chief of the Branch of Withdrawals.

Upon his arrival in the Great Land in 1984, he became Bob Arndorfer's right hand man, overseeing the conveyance



John Rumps

division's daily operations. Later he was appointed team leader of the reorganization effort, for which he is probably best known. He says, "The reorganization proposal, what we came up with and how we went about it, is my proudest accomplishment. In a fairly short time I've learned a fantastic amount about BLM-Alaska."

What type of district manager will he be? "I'm very goal oriented," he says. "Sometimes I'm not as patient as I could be. I delegate freely and hold my people accountable for results."

Although he reluctantly admits that the district manager position was not his first job choice in the new organization, he says, "If I had to go through it again, I would choose it. It's a great opportunity for me. Also I am very committed to helping Mike Penfold lead BLM-Alaska into the future."

Away from work Rumps is committed to "staying in shape." He plays softball, racquetball and volleyball. He also runs about 20 miles a week and enjoys fishing and backpacking.

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## Meet the New Associate SD

Born March 5, 1941, Lester K. Rosenkrance was raised in Idaho. He attended high school in Shelley and went on to work for the Forest Service in McCall, as a smokejumper, while studying forestry and range management at the University of Idaho.

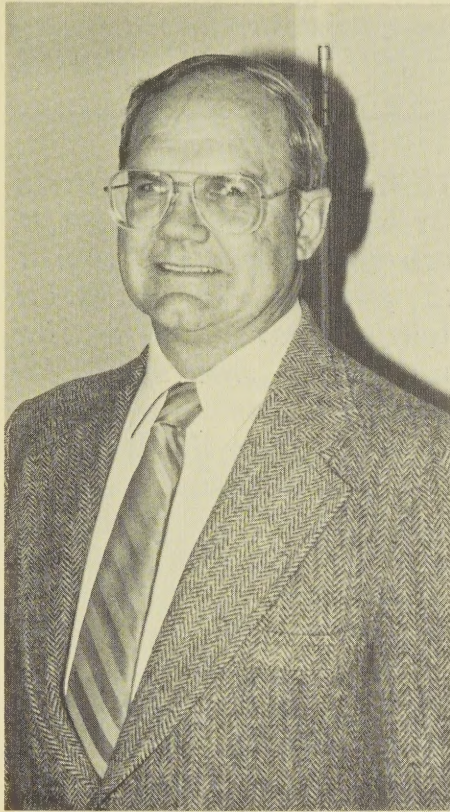
After seven summers of smokejumping and obtaining a bachelor of science degree, Rosenkrance joined BLM as a range conservationist in the Idaho Falls District.

From Idaho he moved north to Alaska to take the job of fire management officer for the Peninsula Resource Area in Anchorage. He was later promoted to Fortymile area manager in Tok, Alaska.

In 1978, he transferred to Washington, D.C., to work on the Alaska Program Staff. His most recent position has been as district manager of BLM's Safford District in Arizona.

Rosenkrance enjoys hunting, fishing and floating rivers. He and his wife, Lowayne, have two sons - Kenneth, who lives in Phoenix, and David, a student at Northern Arizona University.

Rosenkrance will arrive in Alaska in March.



*Lester K. Rosenkrance*

## Shooting for the Stars

Remember March 11 is the Federal Executive Association's 1986 Outstanding Federal Employee of the Year celebration. A brunch will be held at the Captain Cook's Discovery Ballroom from 11 - 1.

Come hear Captain John O. Creighton, Navy pilot/astronaut of the shuttle spacecraft and cheer our BLM nominees on. Tickets cost \$13 per person and may be purchased from your division/district secretary before March 6.

**Don't miss it!**

## Back Scatter Radar Comes to Town

by Danielle Allen

The Air Force has selected the Copper and Tanana river basins as the sites of a new radar system officially called "Over-the-Horizon Back Scatter Radar". The sophisticated radar system will be built by the Air Force within the next three years. Back Scatter Radar will work alongside the present line-of-sight surveillance radar systems, such as the Defense Early Warning (DEW) sites found along the arctic coast.

Gulkana has been tentatively selected as a receiver site where two two-mile long receivers would be built. It is proposed that two transmitters, each measuring a mile in length, would be located in Tok.

With a range of 500 to 1,800 miles, Back Scatter Radar will triple the U.S.'s present radar range and allow the

tracking of planes flying from within the Soviet Union.

The system is one of four such radar systems the Air Force is constructing in the United States. It works like this: In Alaska, two transmitters will emit high-frequency radio waves that will bounce off the ionosphere. Anywhere the beam strikes will cause the signal to "back scatter" off the ionosphere and back to the transmitters. Two receivers then pick up the signals and the information is interpreted by computer.

The Glennallen District staff has been closely following the radar hearings conducted by the Air Force during the past year. District Manager Gene Terland says, "Although our involvement has been minimal, we have been commenting on their environmental assessment."

The concern of BLM, along with other federal and state agencies and

Native corporations, is that operation of the new radar sites would adversely affect the environment. BLM is concerned that the area's numerous waterfowl may suffer increased mortality by flying into the radar antennae, that construction of the sites could affect salmon streams and that it could possibly disrupt caribou migration.

Now that the general areas for the receivers and transmitters have been selected, the Air Force will be conducting a more indepth environmental assessment to select the specific sites within the areas and do a more detailed analysis of the impacts of construction.

The land where the sites are tentatively selected is primarily in the hands of private landowners.



## Air Safety Team Study Complete

BLM-Alaska's air safety evaluation is complete. The study team has made recommendations in the following areas: roles and responsibilities; communication and coordination; safety; program development; and immediate needs for the coming field season.

"One of the recommendations that has been accepted for this year will be the availability of a three-day Aviation Management Seminar, March 24-26 in Anchorage, and April 27-May 1 in Fairbanks," says BLM-Alaska safety officer Bob Moore. "We'll be looking to put as many of the aviation users through this course as we can."

Other recommendations the team is presently hoping to implement include:

1. OAS assigning an aircraft inspector to Fairbanks next summer to provide technical assistance, inspect aircraft and establish an aviation accident prevention program.
2. The state director requesting an analysis from OAS of the use of dual-function pilots for BLM-Alaska (similar to the Fish and Wildlife Service's program).
3. OMPB reviewing current memoranda of understanding and agreements with cooperators such as contractors, other federal and state agencies and Native corporations to ensure the aviation safety of BLM employees.

Air safety became a major issue after six BLM employees lost their lives in aircraft accidents in the Lower 48 last year. The Department of Interior, the Bureau of Land Management and BLM-Alaska are all evaluating their aviation programs.

"After many years of a stable safety record, this was one of the worst years on record for BLM aviation," says Moore.

The Interior Department review team evaluated the Office of Aircraft Services (OAS) and how their operations impact user agencies such as BLM. The team visited Alaska last summer, and their recommendations are expected soon.

We in BLM-Alaska decided to do an evaluation and take an indepth look at our own program since aviation plays a major role in the performance of our mission and accounts for a sizeable portion of the budget. The OAS Management Information System indicates that from 1977-1986, BLM-

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***BLM-Alaska accounts for 62 percent of all BLM flying dollars and about 32 percent of all DOI flying dollars. During the past nine years, BLM-Alaska has averaged 17,400 flying hours per year. This equates to the business of a medium-sized regional airline.***

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Alaska averaged annual expenditures of \$11.5 million for aircraft use, contrasted with \$18.6 million for BLM nationwide. BLM-Alaska accounts for 62 percent of all BLM flying dollars and about 32 percent of all DOI flying dollars. During the past nine years (for which records are readily available), BLM-Alaska has averaged 17,400 flying hours per year. This equates to the business of a medium-size regional airline. The diversity of operations coupled with the inherent hazards associated with low-level flying, aerial firefighting, hostile terrain and climate, and remote area operations increase the safety risk for those flying in Alaska.

The BLM-Alaska evaluation team was made up of Roger Bolstad, Kobuk District manager; Brian Dean, OAS aircraft inspector; Lee Englesby, AFS Zone Fire Management officer; Jerry Pinkerton, chief, Cadastral Branch of Special Instructions, Records and Contracts; Ruth Stockie, OMPB management analyst; and Moore.

The team's objectives included:

1. Determine adequacy of the aviation safety program. Review existing procedures, training and awareness efforts and make recommendations for appropriate changes.
2. Review agency roles, functions, and performance in aviation safety between OAS and BLM-Alaska to identify strengths and/or weaknesses in air safety management.

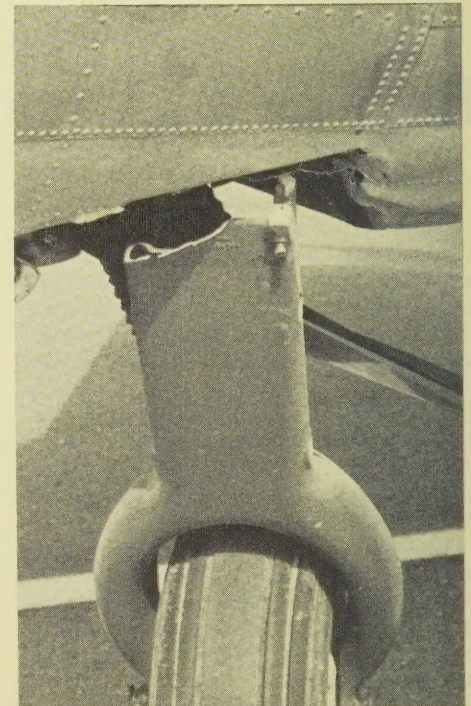
3. Review aircraft use configuration to ascertain if proper aircraft are being utilized to accomplish specific missions.
4. Evaluate level of supervisory and managerial support and direction to aviation management and safety activities.

BLM employees statewide were queried about the strengths and weaknesses of the aircraft program. Based on the response, the state director decided to proceed with the evaluation.

"We found BLM employees to be dedicated to their work and very concerned about the safety aspects of flying, not only for themselves but for others in the organization," says Moore. "However, the perception of their roles and responsibilities as users and as supervisors was often misunderstood in aviation use. Many employees did not understand management or OAS's role in aviation. For example, many employees felt aviation activities were being taken care of by someone else. In reality most employees did not fully understand their responsibilities or those of others around them."

"Most people we interviewed were encouraged by the evaluation of the aviation program because we do fly over some of the most hostile, harsh terrain in the country," he says. "Employees want to do their jobs safely."

Through the evaluation and the efforts of our aviation users, Alaska has the potential to have one of the best aviation programs in the country."



**A collapsed tailwheel on a DC-3 contract aircraft caused one of the aircraft mishaps in Alaska in 1986.**



# Hart's Compassion Helps Heal Victims

by Sharon Durgan Wilson

The quiet, dark-haired woman spoke with great intensity. "There are a lot of myths about rape and who is responsible for it, but I believe it is a crime and the woman is the victim." During the last two and a half years BLM accounting technician Jeanne Hart has been helping victims cope.

Hart arrived in Fairbanks with her husband and two sons four years ago, after working for the Forest Service in the Superior National Forest District Office in northeast Minnesota. "We call Alaska home now," she said. Soon after they arrived she was hired by the Fairbanks District Office as a personnel clerk and moved to the accounting position a year later.

A friend, and legal advocate, first made Hart aware of the need for volunteer counselors in the field of domestic violence and child abuse in the Fairbanks area. After visiting the local crisis center, Hart completed training and began serving as a volunteer counselor for clients referred by the crisis center.

"I couldn't have handled the pressure without the strong support from my husband, Dale," Hart said. "It is emotionally draining, and I eventually suffered from burn-out on domestic violence cases and switched to counseling rape victims."

Hart noticed that although many volunteers took the training for sexual assault counseling, only one or two counselors were ever available. She decided to change her specialty. "Every woman has a fear of being raped," she said, "sometimes that makes them too close to the subject and prevents them from counseling others."

Although Alaska has one of the highest incidences of rape in the United States, Hart feels it is far ahead of most states in dealing with the problem. Alaska has the highest conviction rate on rape. The Alaskan courts treat the women as victims of a violent crime, not perpetrators. The Fairbanks Police Department has a unit that works exclusively on sexual assault and has developed a rapport with the counselors and community support groups. Yet only 10 percent of rape victims report the crime.

Long-established myths contribute to the shroud of secrecy that surrounds rape. Hart mentioned several of these and her feelings about them.



photo by Dan Gullickson

*Jeanne Hart, accounting technician in BLM's Fairbanks Support Center, has spent many off-duty hours counseling victims of sexual assault.*

1. "She had no business being there." Why not? Fear of rape shouldn't deprive anyone of freedom of movement.
2. "She provoked it by the way she was dressed." People should be free to dress however they want.
3. "Nice girls don't get raped." The victim's personality has nothing to do with it. Nuns, grandmothers and 10-year-olds get raped.
4. "You can't thread a moving needle." The notion that the victim must have "cooperated" makes as much sense as saying a mugging victim must have consented.

"There are three main goals in sexual assault counseling," says Hart. (1) Help the victim identify and understand her feelings about what has happened; (2) help her deal with her feelings, accept them and work towards an ultimate resolution; (3), and most important, help the victim integrate the rape into her life.

"Often the trauma shows up for years in the form of nightmares, poor diet and other self-destructive behavior," she added.

Hart first enters a case when the police or hospital staff calls the crisis center and the counselor on call is

notified. She goes to the hospital immediately, taking a change of clothes for the victim. Her job is to let the victim talk, give her support where needed and to explain what will be done by the doctors, police and investigators. "It is very important that the counselor not make decisions for her," Hart said. "The rape victim must make her own decisions about the incident."

Sometimes, the first contact at the hospital is the last contact Hart has with the victim. In other cases, she works with victims for a year or more. "I'll either lose her when she leaves the hospital, or she'll call me later for support," she explained.

"Each woman is different in how she handles rape, and it often depends on how her family handles it." Hart believes that the support of the family is very important, and the lack of support in many cases has been very disappointing to her. The victim sometimes asks Hart to accompany her into court for support during the prosecution.

Not everyone is cut out to be a sexual abuse counselor, but there is certainly a need for them. Hart feels one must be tuned in to people to work in the field. She encourages every woman to call for support if she should ever become a victim of rape.



## The U.S. Geological Survey

# Unlocking Nature's Secrets



The Geological Survey emblem has 13 stars representing the 13 original states. Also shown is a stylized representation of water (Water Resources Division), crossed pick and rock hammer (Minerals Division), and triangulation station (Mapping Division).

*This is the fifth article in a series on BLM's sister agencies within the Department of the Interior.*

by Ed Bovy

When Mount St. Helens and Mount Augustine erupted, people wanted to know how much ash would fall and where it would land. When Hubbard Glacier began to move, people wanted to know where and when it would stop. Would Russell Lake overflow into the Situk River, destroying a valuable fishery in the process?

What will happen if I build a house in a certain location and there is an earthquake? Is there any danger of mudslides or flooding? Is there any mineral potential we should know about before we designate an area as wilderness?

People everywhere, from ordinary citizens to U.S. Congressmen, eventually turn to the U.S. Geological Survey for help in answering these and many other similar questions about our environment, be it federal, state or private land.

The USGS doesn't administer any land. It doesn't make any regulations. But for more than 100 years the agency and its employees have been seeking to understand natural processes and to discover the secrets of nature for the benefit of us all. The agency was established March 3, 1879, to provide a permanent federal agency to conduct the systematic and scientific "classification of the public lands and examination of the geological structure, mineral resources and products of the national domain."

Clarence King and John Wesley Powell are just two of the prominent and famous men that the new organization attracted. The new survey was soon in the forefront of mapping the west.

USGS first came to Alaska in 1889 in the person of Israel C. Russell who was exploring the Yukon River. A year later he was back in the Yakutat and Mount St. Elias region, and USGS has been here ever since.

Today there are about 8,400 permanent employees working for the survey. In Alaska field activities are concentrated in three divisions.

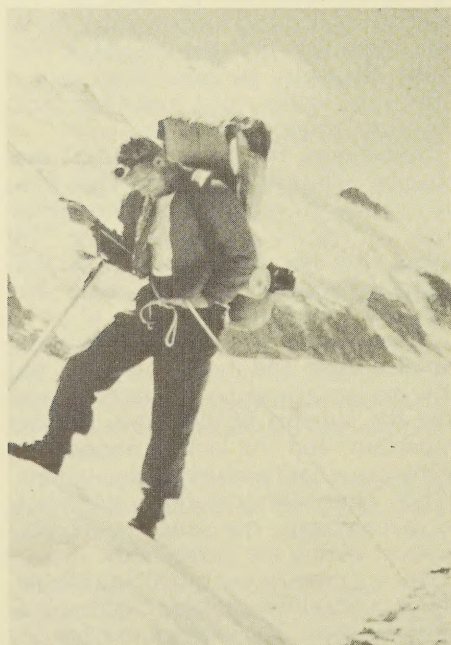
The **Geologic Division** has about 50 employees in the Branch of Alaskan Geology. Most of these are stationed in Anchorage, but a few are in Sitka and Fairbanks. Additional employees come up from the Lower 48 in the summer.

The division conducts various studies related to identifying natural hazards such as earthquakes and volcanic eruptions. It also conducts energy and mineral resource assessments through the Alaska Mineral Resource Assessment Program (AMRAP). These assessments are done at statewide, regional and site specific levels of detail. The information provided gives industry, government and the general public the knowledge to guide future exploration and development of Alaska resources.

**For more than 100 years USGS has been seeking to understand natural processes and to discover the secrets of nature for the benefit of us all.**

There are approximately 25 employees in Alaska in the **National Mapping Division**. This division includes an Alaskan Programs Office, a National Cartographic Information Center (on the Alaska Pacific University campus), a Field Office and a Public Inquiries Office. The mapping division is responsible for the famous "quadrangle maps" of the entire United States but also produces a variety of thematic maps for natural resources planning and management.

The 50 employees in the **Water Resources Division** work in Anchorage, Fairbanks and Juneau. Specialists conduct glaciology, groundwater and surface water studies throughout the state. The information obtained is used to determine the quantity, quality and use of water. Data can also be used to describe the consequences of alternatives identified

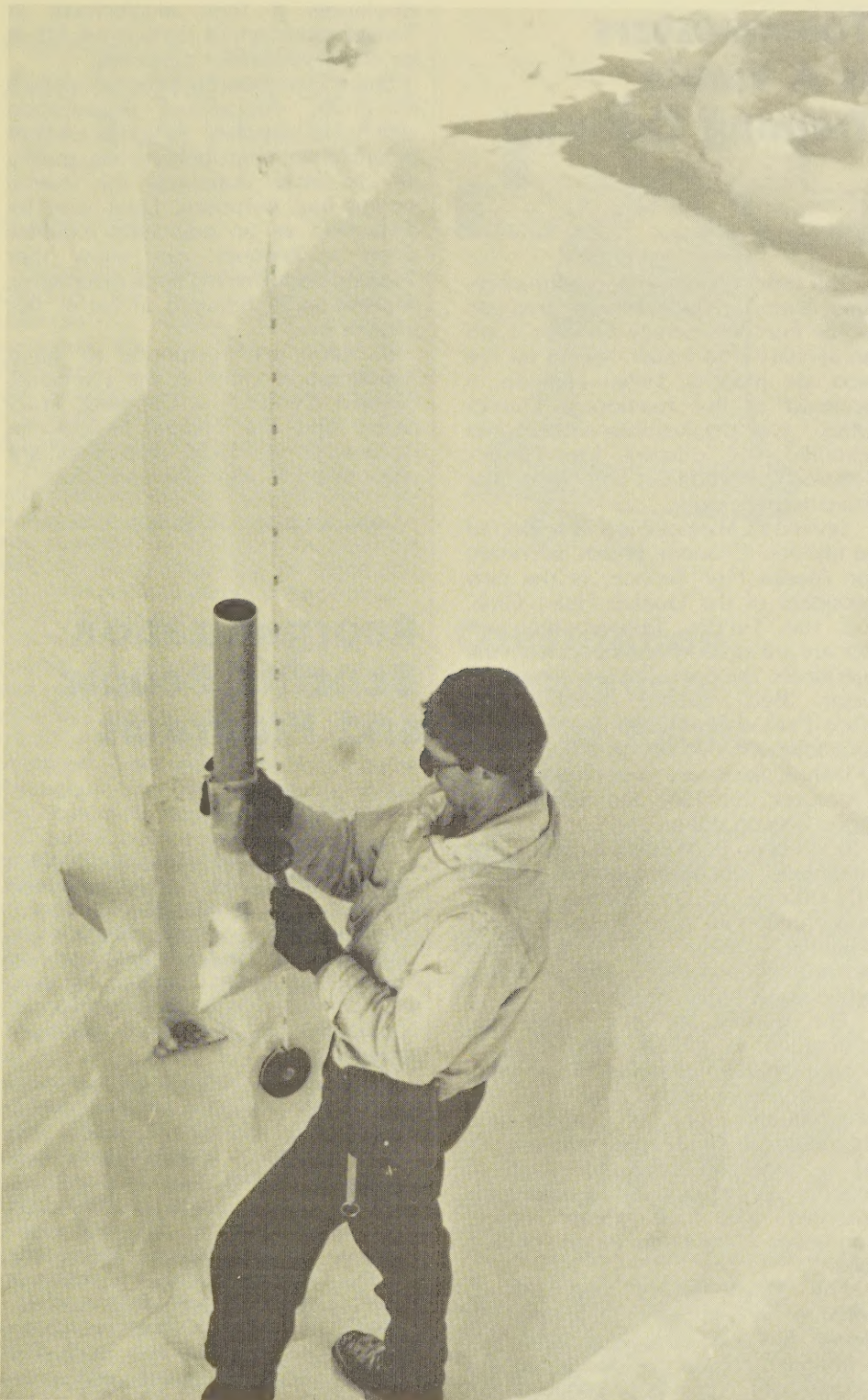




in land use plans or specific projects, such as the Susitna Dam. Flood water data is used for flood forecasting, flood hazard mapping and for designing bridges, culverts and other structures.

As one of the oldest agencies in the Department of the Interior, USGS is sometimes referred to as "the mother of the bureaus." Responsibilities now undertaken by the Bureau of Land Management, Minerals Management Service, Bureau of Mines, Bureau of Reclamation and others were at one time under the auspices of USGS. About 18 BLM employees now in the Branch of Mineral Assessment used to work in the Conservation Division of USGS. The division was transferred to the newly created Minerals Management Service, and later the on-shore functions were given to BLM.

Since USGS is not a "landowner," relations with BLM are primarily of a consultative nature. Both agencies are engaged in surveying, and BLM is on the list to check new maps for errors or discrepancies. USGS personnel are also available for special projects on a cost-sharing basis with other federal and state agencies. For example, the BLM funded a multi-year project to evaluate the potable water supplies on the North Slope, and the Municipality of Anchorage funded a project to monitor the water flow and quality of Potter Marsh. The Geological Survey performs the necessary field work to help BLM determine whether certain lands are "mineral in character." One such special project is now underway in the Steese National Conservation Area and the White Mountains National Recreation Area. The final report will be available this fall and will be integrated into the current land use plans.



*All in a day's work. USGS Division of Water Resources employees obtain data from snow runoff predictions in many different locations throughout the state. This can involve rappelling cliffs to reach survey sites (far left), digging snow pits (left), and measuring the snow to determine its water content.*

*The depth of the pit is determined by the amount of the year's snowfall and can be as deep as 30 feet depending on the location.*

*Gathering data for runoff predictions is just one small part of the USGS program which seeks a better understanding of nature.*

*photos courtesy of USGS*





## Toastmasters Is A Viable Training Option

by Sharon Durgan Wilson

The three chapters of Toastmasters International in the Fairbanks area met at the Fort Wainwright Officers' Club on January 8 to install officers for the next six months. Helen Hankins, a geologist at the Anchorage District Office, gave the keynote address and installed the officers for Tundra Talkers, Golden Heart and North Star Toastmasters clubs.

Several BLM employees were elected as officers. Charlene Heath, secretary for Alaska Fire Service, is the new president of the Golden Heart Club. For the Tundra Talkers, the new officers are all BLM employees from the Fairbanks Support Center: President Leon "Bud" Sweet, Administrative Vice-President Connie Monroe, Educational Vice-President Mary Jane O'Daniel, Secretary Gini Gerstemeier, Treasurer Kim Hoy and Sergeant-at-Arms Sharon Baker.

It has been BLM policy to encourage employees, whenever possible, to take advantage of self-development opportunities to enhance their career potential, achieve and maintain high performance standards, and develop a professional public image.

The Bureau recognizes that one alternative to formal training is to encourage all employees and managers to become active in training organizations such as Toastmasters International. This training program can be a beneficial forum in which to practice the art of public speaking for managers who must present reports and issues to the public as part of their jobs.

The Toastmasters' approach to training encourages "learning by doing." It is a self-directed program and is designed to meet the specific needs of its members. It provides a setting where participants can develop and fine tune their leadership and communication skills. Through the process, they learn to effectively conduct meetings, give briefings and make presentations, all of which are necessary to the quality performance of many jobs.

There are moderate monthly dues which are set by the club depending on its needs and activities. A recent ruling will allow agencies to pay dues when membership is linked to job-related activities. The supervisor can also grant excused absences to actively involved

employees if their involvement in Toastmasters is not job-related, but is for self-development purposes.

Since Toastmasters International is a non-profit, educational organization which has qualified as a tax-exempt organization, contributions may qualify as charitable donations for federal income tax purposes. Dues may be deductible as an education expense when a member can show that Toastmasters training helps maintain or improve skills required in his or her present job.

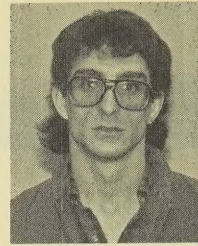
BLMers are fortunate to have Toastmasters clubs in the Fairbanks Support Center, the Campbell Tract facility and the Federal Building in Anchorage. All BLM employees are encouraged to visit their local club.

## Reorganization Benefits People and Programs

by Sharon Durgan Wilson

The distribution of adjudication responsibilities for northern Alaska changed with Alaska BLM's recent reorganization. Three adjudicators, Cathie Jensen, Paul Salvatore and Rod Everett, and branch chief Blair Marasco were converted to realty specialists and transferred to the three northern districts.

Marasco spent eight and a half years in realty work with the Coast Guard in Juneau prior to coming to BLM. His exposure to realty actions in all parts of the state is serving him well in the Arctic District. "In the Coast Guard I dealt with the whole state," Marasco said. "Now I am focusing on the Arctic District. Marasco finds the resource potential of the northern lands exciting. "The Arctic District has been pursuing a land exchange program, and I've already been involved with two exchanges under ANCSA and ANILCA. Every day is something new," he said with a smile.



Paul Salvatore



Rod Everett

Jensen feels her associate's degree in forestry and her BLM experience are invaluable in adjusting to her new position. She will be working with land use authorization cases and this summer will be completing field exams on Native allotment applications for the Kobuk District.

A bachelor's degree, with majors in geography and environmental studies, is a real asset to Paul Salvatore. After joining BLM as a cartographic technician, he served in mining claims adjudication for almost a year before the reorganization. In the Arctic District, Salvatore will be concentrating on land use adjudication. "I feel they streamlined the process by putting us in the districts and eliminated time delays caused by shuffling the actions back forth between sections," he said.

Rod Everett started his lands career with three and a half years of survey work in Florida. After 19 months as a cartographic technician, he became a land use adjudicator three years ago. "The change to realty specialist is great," said Everett. "There's something new every day, and now I can do the whole process." Everett will do all the land use adjudicative work for the Steese/White Mountains staff in addition to realty work. He has been assigned the responsibility for resolving unauthorized use situations, which he feels will be exciting work.

All four realty specialists are looking forward to field work this summer. In addition to their background experience and on-the-job training, more formal realty training is scheduled for the future. All four feel that the move was an excellent step forward for their careers.



Blair Marasco



Cathie Jensen



# Volunteer Force Grows Steadily

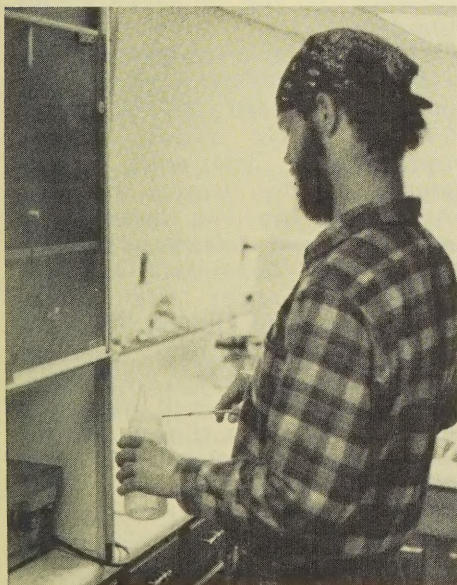
by Bob Moore

Last year (FY '86) BLM-Alaska had 193 volunteers! That's about three times as many as we had in FY '85; in FY '82 we had only one volunteer.

What's a volunteer worth to this organization? If you approach it in economics, it all depends upon what the volunteer does, as their value to us is predetermined on a GS scale. The average value to us is \$6.87 an hour, and volunteers contributed about 15,085 hours last year.

Obviously, we are receiving a great deal from our volunteers; but what do the volunteers receive? Every one of our volunteers is an individual, and their needs are diverse. We have volunteers who are gaining work experience in their chosen field, some want to do something for the organization, community or merely want to be involved with managing our lands, some are occupying their time and staying active, and some are trying to change careers. As we had 193 volunteers last year, there were that many reasons why they wanted to volunteer. The volunteer is filling our needs, and BLM is filling the volunteers' needs.

Get to know our volunteers; they are a very interesting group of people and well worth knowing. Contact your volunteer coordinator if you want to meet them or if your office is in need of volunteer help.



Volunteer Buck King prepares soil samples for shipment to a soils lab.

## Advisory Councils Are Sounding Board For BLM Managers

by Joette Storm

Secretary Model recently signed new charters for two citizen advisory councils in Alaska. The councils, renamed the Southern Alaska and Northern Alaska Advisory Councils, will provide advice to the five district managers. They formerly advised the Anchorage and Fairbanks DMs.

Advisory councils provide an important service to BLM managers in acting as a sounding board for policy and procedures. They can be used to identify issues requiring management attention and can garner public opinion about those issues.

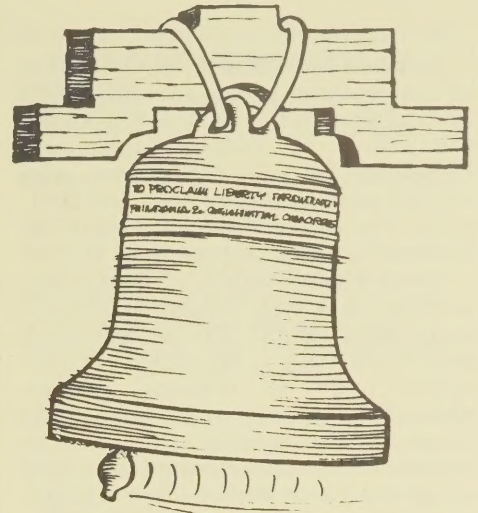
While the formal activities of the council are strictly controlled by law and regulations, some of the most valuable advice can come through informal means. Many district managers meet with council members throughout the year to discuss ideas and seek their reaction to policies.

Councils cannot take official action in an informal meeting, but they can share their views and test the waters of public opinion for a district manager. In the formal setting they can conduct public hearings, thus serving as impartial hearing officers gathering public comment for the record.

Because council members are not federal employees, but work in the private sector, they often view issues and problems in a different light than those working closely with the problem. They may often provide new alternatives to dealing with an issue. They can also be a source of support for a manager who needs to educate the public about the reasons for a particular policy or the workings of a program.

Council appointees serve three-year terms without pay. They are reimbursed for travel and per diem when required to attend meetings. They can be reappointed to one additional three-year term.

BLM councils are designed to have representation from public land users in such areas as renewable and nonrenewable resources, recreation, environmental protection, transportation/rights-of-way and wildlife management. There is also a public-at-large category which allows for a well-rounded group that can provide a variety of opinions.



## Constitution Celebration Tied to Public Lands

This year marks 200 years since the signing of the U.S. Constitution. We in BLM can trace the history of our agency back to our nation's beginnings. Under the Land Ordinance of 1785, early land surveys were begun to facilitate the orderly recording of the land and to administer the early grants, sales and other land transactions. Later the General Land Office was created to manage these programs and the mining, homestead, leasing and other land laws which came about as the country grew. In other words, celebrating the Bicentennial of the Constitution is also a celebration of the history of the Public Lands.

BLM has been granted permission to use the official bicentennial logo on all stationery, maps and other publications printed during the year. It will be used on the 1987 Public Land Statistics and on the 1987 report, *Managing the Nation's Public Lands*. BLM also plans to hold a national historic landmark dedication commemorating the first sale of public land in Ohio.



## LLE Graduates With Top Honors

Suzanne McWilliams, ASO Division of Conveyances adjudicator, graduated in December with top honors from the University of Alaska-Anchorage, School of Justice. McWilliams, who started working on her degree in 1961, says, "I've worked on it so long, I feel relieved to finally be done!"

She graduated with a 3.85 grade point average, and was chosen as student respondent for the 300-member UAA graduating class. This means she was called upon to respond to the chancellor's charge to the graduating class. "My speech stressed the importance of supporting the university as alumni, both verbally and through contributions," she says.

McWilliams first started working toward a degree at Ohio State in 1961. In 1970, she joined BLM as a personnel assistant in Reno, Nev., and three years later was selected as BLM's first upward mobility trainee for a land law examiner position in Alaska.

She went back to school part-time in 1976, took time off in 1978 to attend Colorado State full-time, and came back to BLM full-time in 1982. "The things I learned in school are very much



Suzanne McWilliams

related to what I do now, and it's been very helpful," says McWilliams. Although many of her classmates go on to law school, she is undecided about what her next step will be.

McWilliams and her husband, Gary, also a BLMer, have four children. Two attend Colorado State and two attend UAA.

## Fitness Fair to be Held - February 23

A Fitness Fair, sponsored by the Federal Executive Association, will be held February 23 from 11 to 1 in the Executive Dining Room of the Anchorage Federal Building. Ten local fitness centers have been invited. Each will give a five-minute talk on what their center has to offer, prices and what government employee discounts may be available.

For more information contact Jim Shiffer at 267-1310 or Martha Shepherd at 271-5025.

## Guard Techs To Receive Credit

Those of you who had service as a National Guard technician prior to January 1, 1969, may now receive credit for that service under the civil service retirement system. To receive credit you must make a deposit for the service to OPM prior to retirement. Those who think they may be eligible should contact Stephanie Schmidt (971) at 271-3189.

# How Do Vacant Positions Get Filled?

by Mary Zeiher

## Part I

When filling a vacant position, supervisors have many options open to them. Recruitment sources vary from non-competitive appointments (handicapped applicants, veterans programs, Peace Corps eligibles and reinstatement eligibles) to competitive appointments (vacancy announcements, OPM certificates and recruitment bulletins for temporary positions). Supervisors may consider one or more of these options when a decision has been made to fill a vacancy.

One of the more complex processes of the recruitment program available to managers is that of the merit promotion, or vacancy announcement. A supervisor initiates the process by submitting a Standard Form 52 and position description (PD) to the Branch of Human Resources Management. The SF-52 is first routed to the classification section for establishment of the title, series and grade. After that review, the SF-52 and PD are forwarded

to the staffing section. Staffing then works directly with the supervisor to decide which recruitment method will provide the best source of applicants.

If the supervisor decides to advertise the position, two additional forms are required. One is the Position Analysis Worksheet (PAW), which identifies the significant knowledges, skills and abilities (KSAs) a candidate should possess to succeed in the position. These KSAs are drawn primarily from the position description, PIPR, qualification standard and classification standard and are listed in the vacancy announcement as the *ranking criteria*.

The second form is the Rating Plan. This form identifies superior and acceptable competence levels for each of the KSAs identified in the Position Analysis Worksheet. It also assigns weights to each element to indicate its importance to the position. In the rating process candidates are first screened against the qualification standard (X-118) to ensure that they meet the basic education and experience requirements for the position to be filled. For applicants who are rated as qualified (who meet the X-118 requirements), a

further evaluation is initiated using the Rating Plan developed by the supervisor. This will determine the best qualified applicants, who are then referred to the supervisor for consideration.

A biologist position is a good example of the impact of the rating process. The supervisor may need a GS-9 biologist to independently study raptor populations. The work entails determining the present breeding distribution, breeding density and reproductivity of cliff-nesting raptorial birds. After determining that the applicants meet the X-118 requirements, the Rating Plan will identify the specific traits necessary for successful performance in the position, such as experience which provided a knowledge of raptor ecology and the ability to evaluate raptor habitat. This additional evaluation identifies those applicants with specific knowledges, abilities and skills in the specialty area of raptorial birds who could perform successfully in the position.

Next month Part II — The Selection Process.



# Applause

## SPECIAL ACHIEVEMENT AWARD

**Sherri Belenski**, Land Law Examiner, ASO Division of Conveyance Management  
**Norma DeBaker**, Chief, Office Services Section, ASO Division of Support Services  
**Linda Mowatt**, Misc. Documents Examiner, ASO Division of Conveyance Management  
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**Donald Erickson**, Supply Technician, ASO Division of Support Services

## PERSONAL NOTES

**Linda DuLac** received a certificate of "Wild" recognition for exceptional service from the Alaska Visitor Center for helping a visitor to our state. AVA lists the names of Alaskans who have extended hospitality to tourists, in its monthly newsletter. The certificate is decorated with a picture of Seymour Moose, the "Wild About Anchorage" mascot.

## QUALITY STEP INCREASE

**Katheryn Tietz**, Supervisory Management Assistant, ASO Division of Support Services  
**Kay Kletka**, Supervisory Land Law Examiner, ASO Division of Mineral Resources  
**Michael Haskins**, Land Law Examiner, ASO Division of Lands and Renewable Resources  
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**Darryl Wilson**, Supervisory Land Surveyor, ASO Division of Cadastral Survey



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**MOVING ON**  
January 1987

**Donna Doney**, Miscellaneous Documents  
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## Smokeyjumpers Make Do

by Susan Swartz

Squeezing the operation of the Alaska Fire Service parachute loft into a new building half the size of the old one has been something of a logistical nightmare for Roger Vorce, AFS smokejumper manager.

To cope with the lack of space, Vorce has commandeered some old military shacks for storing used parachutes and others for the repacked parachutes.

To fit the parachute packing tables into the new quarters, he had to cut each table four feet, and reduce the number of stations from 10 to five.

The Army needed the previous smokejumper building back to accommodate its new light infantry division. "It has taken a lot of ingenuity to cope with moving from a 10,000 square foot space to a building which is only 4,500 square feet," says Vorce.

"In 1986 the jumpers packed about 3,000 parachutes. During the busiest part of the next season, the loft may be staffed 24 hours-a-day to keep up," says Vorce.

The former warehouse is also not well insulated. To prevent water damage from melting frost, the jumpers have had to put all the equipment in the storage room on pallets.

The Alaska Fire Service is contracting for a design for a new facility, but funds for construction have not yet been approved. Vorce has requested a building with 9,740 square feet. Flow of equipment would be the prime consideration in the design, allowing people to move parachutes easily from the receiving area to inspection to repair or rigging and from there to stocking. Vorce hopes to consolidate operations, paracargo and the loft in one building.

Smokeyjumpers have a reputation for being tough; whatever the drawbacks, they will use the facilities they have to full advantage. However, Vorce can't help hope that a new building will be built so they can do their job more quickly, easily and inexpensively.

## Boating Safety Course Offered

Summer will soon be here!

The Coast Guard is sponsoring a five-week course on boating safety and seamanship beginning February 23, 1987. Classes will be held Monday and Wednesday nights, from 7:00 to 9:30 PM. The course, which is open to the anyone interested in boating safety, will be offered in both Anchorage and Palmer.

Registration will take place at the first class meeting on February 23.

For more information contact:

John Van Duinen  
evenings: 345-0242  
days: 271-3495

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